Human Rights and Development

Building Civil Society
Advocacy Capacity

Program Report

Yangon, Myanmar
4-13 May, 2015
1. Executive Summary:

The Diplomacy Training Program’s (DTP) regional capacity building program on human rights and development was held in Yangon, Myanmar from May 4-13, 2015 with 25 participants from eight countries. The participants were drawn from NGOs across the region.

The program addressed issues central to Myanmar’s future – the need for economic development that respects and realises human rights. Civil society has been a key driver of political and democratic change in today’s Myanmar, meaning there is more space for advocacy in Myanmar than previously, particularly in Yangon, although dissent is still risky. In this environment civil society advocates are facing many new challenges, including challenges that new economic investment is bringing, as communities challenge the seizure of their land by companies with the support of officials, environmental damage that threatens their livelihoods, corruption and violence.

The relationship between human rights and development was a key focus of this program – which built understanding of economic, social and cultural rights, as well as of civil and political rights. The program looked at the content of these rights – and how they related to processes of development across the Asia-Pacific. There was a particular emphasis on the right to participate – and on the right of Indigenous Peoples to Free, Prior and Informed Consent. Participants developed their knowledge of relevant international standards on human rights and the Rights of Indigenous Peoples, as well as an understanding of the accountability and monitoring mechanisms that have been developed to promote the implementation of these standards.

Participants were given opportunities to develop and practice their skills in strategic advocacy, the exercise of Free Prior and Informed Consent (FPIC), campaigning and lobbying, and using video for advocacy. Through the program’s participatory approach, involving group work, role-plays, a forum theatre, facilitated discussions and individual presentations, the participants explored the practical application to their own communities and contexts of the principles, concepts, methods and mechanisms introduced by the team of expert trainers. Participants were able to share experiences with each other, and to build practical bonds of friendship and support that will be of value to them in their future work.

As reflected in the final participant evaluations, the training program successfully met the expectations of participants for new and valuable knowledge and skills. This report provides an analysis of these evaluations and a description of the program. We acknowledge the committed effort and spirit of collaboration and friendship brought to the program by the participants. We welcome them to the network of DTP alumni, we wish them well and we look forward to hearing about their future work and endeavours.

DTP expresses its deep appreciation to the trainers who shared their knowledge and expertise on the program, including Professor Virginia Dandan (UN Independent Expert on Human Rights and International Solidarity), Joshua Cooper (Academic in Human Rights Law), Chris Madden (Mining Advocacy Coordinator at Oxfam Australia), Vicky Bowman (Director of Myanmar Centre of Responsible Business), Sayeed Ahmad (Asia Coordinator at Frontline Defenders), Arul Prakkash (Program Manager for Witness in Asia and the Pacific), Bill Barker (former Australian diplomat, international human rights consultant) and Peter Nathan (Community Engagement Consultant).

The program was organized in partnership with the Smile Education and Development Foundation and Equality Myanmar and made possible through funding from the Australian government, the Ford Foundation and Oxfam Australia – as well as the Friends of the Diplomacy Training Program.
2. Background and Overview of the Program:

Since 2004, the Diplomacy Training Program (DTP) has organised annual regional training programs for Indigenous Peoples’ advocates in the Asia Pacific region. These programs have been developed in response to concerns and issues impacting on Indigenous Peoples across the region. While there is much regional diversity, many vulnerable groups share concerns about expropriation of land, destruction of traditional economies, increasing levels of inequality and violence associated with the impact of globalisation and rapid economic development.

The challenge of ensuring that economic development is pro-poor, benefiting and enabling the participation of individuals and communities that face exclusion on the basis of discrimination because of their gender, and/or their ethnic or religious identity is a challenge for Myanmar and the region.

As the private sector has come to play a greater role in development, there is a greater expectation that the private sector should behave responsibly and in-line with the law and accepted social standards. There is also increased understanding of the need to accept the rights of individuals and communities to participate in decision making and more opportunities for them to do so.

In 2014, DTP delivered the regional program for the first time in Yangon, Myanmar to contribute to efforts of community advocates and NGOs to protect the rights of those whose lands and livelihoods were threatened by development initiatives. The transition from military rule to political liberalisation, while generating significant reform and an influx of new international businesses and finance, is also being accompanied by the loss of access to land for many groups, notably those living in resource rich special economic zones (SEZ) or in the path of energy pipelines. Displaced by mining, logging and natural gas projects the number of internally displaced people is growing, exacerbating ethnic and religious tensions, threatening the progress of political reform and entrenching the impoverishment of affected communities.

Following the positive evaluation of the 2014 program, DTP was encouraged to continue to support those in Myanmar working to ensure that development and investment processes respect and respond to the human rights entitlements of all groups in the country. In 2015, with the support of Smile Education and Development Foundation, Equality Myanmar and DTP alumni within Myanmar, DTP delivered the second Myanmar regional program in Yangon.

Twenty five civil society advocates from across Myanmar and Asia who are active in organizations focused on promoting human rights and development completed the 10-day intensive training program. Participants came from Bangladesh, Cambodia, Indonesia, Malaysia, Papua New Guinea, Sri Lanka, and Australia and from provinces throughout Myanmar.

3. Purposes of the Program:

- To enhance the capacity of civil society advocates and their organizations to engage in effective advocacy to protect and promote their rights in their societies;
- To enable community advocates and their organisations to promote and use international human rights agreements and processes to guide good government and private sector policy and practice;
- To enable participants to promote the right to free, prior and informed consent both in relation to government and the private sector;
- To enhance the capacity of human rights defenders, through building information and networks, to mitigate the risk of harm;
• To enable the exchange of experience and good practice between countries in the region;
• To enable better linking and learning networks between individuals and organisations in the region working on shared challenges.

4. Location

After the success of the first Myanmar regional training program in 2014, the DTP delivered this second program in Myanmar in May 2015. It was hoped that holding the program in Myanmar would build the capacity of local organisations and advocates responding to the challenges and opportunities accompanying the rapid change currently being experienced in the country.

5. Participants

There was an open call for participants, distributed through DTP’s alumni networks and partner organisations and through NGO networks. A number of DTP’s partner organisations in the region forwarded nominations and selections were made in consultation with partners in the region. SMILE Foundation for Education and Development and Equality Myanmar conducted the Myanmar application and selection process. A complete list of participant’s biographies is included in Appendix 1.

6. Program Methodology and Materials

The DTP’s training approach is based on the understanding that individuals working together have the power to effect change in their societies. The program methodology reflects a deep respect for the knowledge, experiences and perspectives that participants bring to the program. The program balances development of knowledge and skills in an integrated way, and a teaching methodology that fosters interaction and participation. DTP places emphasis on the practical application of knowledge on human rights and advocacy skills, and encourages trainers to use participatory training methods such as role-plays and exercises wherever possible and encourages participants to share their own experiences.

DTP seeks to include real life advocacy exercises in its programs to enhance learning and build skills and confidence. Other activities such as welcome and closing dinners, solidarity and cultural nights are also designed to encourage collaboration and networking among participants in a less formal setting. Building networks and solidarity, and bonds of long-lasting friendship are encouraged outside the formal structure of the program.

At the start of the program participants are divided into groups to help manage the program. This facilitates participant ownership of the program, provides opportunity for public speaking and program management skills and generates on-going monitoring of the training.

Each participant is asked to make a presentation during the program. These presentations are an important component of the training enabling all participants, including DTP staff and trainers, to build knowledge and understanding of the human rights issues in different countries and communities and in the region more broadly. The presentations provide a further opportunity for building skills in presenting information and messages clearly and concisely.
Participants are given an extensive manual consisting of a number of short chapters on the topics covered, written by experts in the field. The manual is designed to be a practical tool during the training and participants are encouraged to read relevant chapters prior to particular sessions. It is also designed to be a reference tool for participants in their work after the training. An electronic copy of materials for distribution to participants at the end of the training is also produced compiling all materials and output developed in the program.

7. Description of the Program

Day 1:

Opening Ceremony, Introductions and Overview

The program was formally opened with welcome remarks from Myo Win, the Executive Director of the SMILE Education and Development Foundation and Professor Virginia Dandan, UN Independent Expert on Human Rights and International Solidarity.

Myo Win provided an update on key human rights developments in Myanmar and the work that SMILE Education and Development Foundation is doing in the country.

An introduction to human rights principles, values and standards: The Universal Declaration of Human Rights & Identifying human rights issues – interactive session

- Professor Virginia Dandan.

Professor Virginia Dandan’s introductory sessions built shared understanding of:

- the key concepts of human rights;
  - universal; inherent; inalienable; interrelated, independent and indivisible
- the background history of the United Nations; the significance of the Universal Declaration of Human Rights (UDHR); the International Bill of Human Rights;
  - UDHR + ICCPR + ICESCR & Optional Protocols = International Bill of Human Rights
- and the core international Human Rights treaties.

She explained the principles/standards that are enshrined in the UDHR:

- Equality and Non Discrimination;
- Inclusion and Participation;
- Accountability and Transparency;
- Attention to Vulnerable Groups;
• Rule of Law.

In the first practical session of the program Professor Dandan asked participants to share in groups the specific issues impacting on their communities which relate to the human rights principles enshrined in the UDHR.

Day 2:

Understanding the Concept of Accountability in Human Rights Terms - An Introduction to Human Rights Mechanisms – Professor Virginia Dandan.

“without accountability human rights are just a goal” Professor Dandan

Professor Dandan focused on the accountability of states (governments), as the principal duty bearers for human rights. They are obliged to:

**Respect human rights:** the state should not interfere or limit the exercise or enjoyment of human rights,

**Protect human rights:** the state must ensure that a third party doesn’t abuse or negatively affect the human rights of individuals,

**Fulfil human rights:** states must take positive action to ensure the realisation of all human rights for all.

Nationally states should put into place laws and policies and make resource allocations that reflect these three-fold responsibilities.

Professor Dandan then outlined the United Nations monitoring and accountability mechanisms which advocates can use and engage with in their advocacy to ensure governments fulfil their obligations.

**UN Charter based bodies:**

• Universal Periodic Review: a review of the reports by all UN member states on what they have achieved and what still needs to be accomplished. NGOs play a role in delivering a fuller picture than states sometimes provide.

• Special Procedures: independent human rights experts, or working groups, with mandates established by the UN Human Rights Council to report and advise on human rights from a thematic or country-specific perspective report annually to the Human Rights Council.

Professor Dandan holds one of these mandates – as UN Independent Expert on Human Rights and International Solidarity. These Special Procedures and the UPR apply to all states, and are independent of, and not limited to, any specific human rights treaty signed by governments.

**INTERNATIONAL HUMAN RIGHTS TREATIES**

• International Covenant on Civil and Political Rights (ICCPR)
• International Covenant on Economic, Social and Cultural Rights (ICESCR)
• International Convention on the Elimination of all forms of Racial Discrimination (ICERD)
• Convention Against Torture (CAT) /Optional Protocol to the CAT (OPCAT)
• Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)
• Convention on the Rights of the Child
• Convention on the Rights of Migrant Workers and their Families
• Convention on the Rights of Persons With Disabilities
• Convention on Enforced Disappearances
**UN Treaty Bodies:**

Currently there are nine Human Rights Treaty Bodies. Professor Dandan was a member of the Committee on Economic, Social and Cultural Rights and she outlined its processes to illustrate how all treaty bodies operate to scrutinise and dialogue with the governments that have ratified the different human rights treaties.

Another important part of the work of the UN treaty bodies has become the elaboration of General Comments that develop the normative content of specific rights, or clarify the way rights apply to particular vulnerable groups. The general comments clarify the understanding of the substantive areas of the human rights treaties and the obligations of the state.

Key parts of the General Comments:

- Introduction
- Normative Content
- States Parties’ Obligations
- Violations

In the **second major practical exercise** of the program participants worked with ICESCR General Comments in preparing a case study on a state performance for submission to CESC.

**Day 3:**

**Economic, Social and Cultural Rights, Poverty and Development – a human rights based approach to development.**

Professor Dandan emphasised the importance of civil society integrating human rights into their development work on the ground.

“If community workers integrate human rights into their work a better world will be the legacy.”

Professor Dandan

“What is poverty?” Professor Dandan encouraged the participants to reach consensus group definitions of poverty. She then explained that the human rights lens looks at poverty from the perspective of **entitlement.** It requires a system of protection through accountability and redress mechanisms for non-fulfilment of entitlements.

Human rights based approach to development:

- Recognises the fact that you cannot separate human rights from economic, social and cultural development
- Integrates human rights processes and outcomes
- Engenders participatory engagement – dialogue leading to communities finding their own solutions
- Principles are modelled by the community advocate in all aspects of the development process.

“The best way that people learn about human rights is by doing and living human rights – the learning builds self-reliance and a sense of responsibility and respect for the rights of others.”

Professor Dandan
Practical Exercise 3: This practical session encouraged the participants to explore how they can more consciously integrate human rights principles into their work with communities.

Day 4:

Human Rights and the Private Sector – the Responsibilities of Business.

The participants shared with the new trainer, Patrick Earle, some the key concerns in their communities. These included: environmental destruction; lack of compensation; lack of information; no accountability; labour issues; corruption; inequality; no controls.

Patrick provided an overview of the global context for these concerns that are shared across the region. The UN has identified that human rights violations are more likely to take place around economic developments in environments of weak governance, corruption and conflict. Foreign direct investment (FDI) and the private sector are seen as more central to economic development, dwarfing the flows of aid. Governments compete to attract FDI – competing with other countries over the costs of resource extraction, labour costs and the costs and certainty of regulation. This competition for FDI can be seen as reducing the bargaining power of governments in relation to large multinational companies – an increasing number of which are larger in economic size than many national economies.

In the competition for FDI, governments may seek to attract investment through promoting low labour and resource extraction costs, including “light-touch” environmental and workplace health and safety regulation. As investments are considered and made and projects developed, human rights are often overlooked by both governments and companies for a range of reasons.

Since the 1970s there have been efforts to define the human rights responsibilities that corporations have, and to develop mechanisms and strategies to hold them accountable. There have been company and sector wide codes of conduct and multi-stakeholder initiatives that address environmental, labour and human rights impacts. Efforts to develop a binding international treaty with an accountability mechanism have been frustrated so far.

There is a UN framework on business and human rights that sets out the responsibilities of government and business. This framework has three pillars – the state duty to protect, the corporations responsibility to respect and the duty of both to provide access to remedy. The UN Human Rights Council had adopted this framework and a set of Guiding Principles for its implementation.

Practical Exercise 4: In a practical exercise participants were asked to develop, and explain to the communities being displaced by a steel plant in remote India, a strategy to protect the rights of affected communities involving the use of legal remedies and corporate social responsibility codes.

Skills and Tools in Strategic Advocacy – Bill Barker

Bill Barker spent the afternoon with the participants discussing strategies to strengthen their advocacy work. The key areas covered by Bill included:

- Components of a strategic plan and the planning cycle.
- **objectives**: the importance of having a very clear understanding of your objectives was emphasised. Can you express it in a simple sentence? Are you clear about both short term and long term objectives? Is your work based on agreed and authoritative principles? Are your objectives SMART? (specific, measurable, achievable, realistic and time bound)

- **situation analysis**: within your organisation: strengths and weaknesses outside your organisation: opportunities & threats

- **developing your strategy**: always keep the focus on your objective; identify your campaign targets & what would influence them; identify time frames and key date; find allies and supporters.

- **specific actions**–doing it: lobbying; public meetings; use of media including social media; email and internet activity; printing and distributing materials; legal action; protest activity; alternative dispute resolution

- **evaluation**

**Day 5:**

**Engaging and Influencing Business – Vicky Bowman**

Vicky Bowman is the Director of the Myanmar Centre for Responsible Business, an organisation established to build knowledge about human rights and business and the capacity of business and government to respect human rights. Vicky shared some of the strategies being implemented and ideas for successfully engaging with companies and government.

The Myanmar Centre for Responsible Business conducts studies on particular sectors, such as oil and gas, and makes recommendations to the companies involved, it provides advice to government on draft contracts to tighten regulations and provides guidance on land issues to new companies, or companies beginning to invest in Myanmar. Vicky shared ideas and strategies for influencing government and business:

- Be mindful of timing
- Take advantage of when consultations are being conducted
- Volunteer to be part of working groups and consortiums writing reports
- Assist ‘watch dogs’ such as Global Witness
- Introduce business to the local civil society groups they should be consulting

She described the positive impact of a strategy which built competition between companies around responsible businesses indicators – with companies promoting their high rating, and/or seeking a higher rating compared with their competitors. More companies want to be seen to be ‘doing the right thing’.
**Practical Exercise 5:** In groups the participants engaged in simulated lobbying exercises with a company managing director; the Netherlands ambassador; the Australian ambassador and a government minister.

Points that came from these role plays included:

- The importance of setting out a few key concerns very clearly
- Having counter arguments prepared
- Leaving behind a written document
- Being mindful of time management in the meeting
- Referring to international standards
- Humanising the issue without being too emotional
- Considering the power of the person you are lobbying in order to make it easy for them to say ‘yes’ and difficult to say ‘no’
- Keeping the atmosphere positive

**The UN Declaration on Human Rights Defenders and the UN Special Rapporteur on the Situation of Human Rights Defenders: - Sayeed Ahmad**

The value of the work of human rights defenders (HRDs), and their vulnerability, has been recognised by both a UN Declaration and a UN Special Procedure. The work of HRDs is vital for a functioning democracy, to expose injustice and the misuse of power, and to uphold freedom of speech and the accountability of government. Yet, in many societies HRDs are at risk – sometimes from governments and their security agencies, and sometimes from others – who may feel that their economic and political power and influence is being threatened. Sayeed’s sessions focussed on getting participants to look at their own work in the light of the Declaration – and then also to think about how to assess and respond to risks.

Understanding of the role of UN Human Rights Special Procedures (Special Rapporteurs) and the value in connecting with the rapporteurs was reinforced in Sayeed’s presentation. He explained the important work of Front Line Defenders, an international NGO based in Dublin, in providing practical rapid assistance to human rights defenders who are at risk. Participants were provided with the Human Rights Defenders card with 24 hour hotline number to call if they needed to seek protection for themselves or others.

**Practical Exercise 6:** Groups discussed case studies and developed responses for protecting human rights defenders at risk.

**Day 7:**

**The UN Declaration on the Rights of Indigenous peoples – Peter Nathan**

Acknowledging the experience in the room Peter encouraged participants to share ideas about Indigeneity and the names of the indigenous peoples in their countries. He provided some background history to the *United Nations Declaration on the Rights of Indigenous Peoples* and the difficulties encountered through resistance in the global community to the notion of Indigenous peoples wanting recognition of their distinct rights. Participants were asked to read through the Declaration and to identify the rights that were most relevant to their concerns and human rights work. They could see through this exercise that the Declaration was very relevant to them – rather than being an abstract legal document.
The Right to Free, Prior and Informed Consent (FPIC) – Chris Madden

Chris is the mining advocacy coordinator at Oxfam Australia. Oxfam Australia works with the industry to try and improve their policies and with community advocates to build understanding of the rights of Indigenous peoples to free, prior and informed consent.

Free, Prior and Informed Consent (FPIC) refers to the collective right of Indigenous Peoples to control of their land and resources. It is an important right that is recognised in the Declaration on the Rights of Indigenous Peoples. It is an exercise in self-determination and a mechanism for ensuring participation in decision making. It also represents what has been more widely accepted as good development practice – that individuals and communities should be able to participate in decisions that affect them – and that participation requires the possibility to change/influence decisions and outcomes.

This right to FPIC is particularly important to communities concerned about the impact of large-scale development projects, mining etc. It is a specific right for Indigenous peoples, but it also reflects human rights principles around participation, transparency and accountability. It is a collective right for ALL members of the community including women and older people.

- **Free** – no manipulation, coercion or intimidation
- **Prior** - the community needs time to process the information and to undertake their own decision making before the activity commences
- **Informed** - implies that Indigenous peoples have access to all information related to the activity
- **Consent** - Indigenous people have the right to say ‘NO’ to any proposed activity or to make it conditional on certain provisions

Oxfam has produced, and translated into many languages in the region, a very practical guide on Free, Prior and Informed Consent (FPIC) which explain the 7 steps involved in FPIC.

1. Find out who is developing the project
2. Request information from project developers
3. Community discussion
4. Negotiating with the company
5. Seek independent advice
6. Make decisions as a community
7. Ongoing communication with project developers.

Chris and a group of participants prepared A Forum Theatre to involve the whole group in responding to a scripted community consultation. Following the enactment of each scene (in the community as a developer attempts to persuade a group to sign onto a project; in the developer’s office in the city where the pressure to sign up continues) the group engaged in lively discussion about how the ‘actors’ could have used FPIC to rescript the scenarios.
Day 8:

**Review Session: Human Rights and United Nations – Bill Barker**

There had been great hope and expectation when the United Nations was established following the WWII – that war could in future be avoided if an international system was established with clear rules to be followed by all. In the UN’s Charter the promotion of human rights, along with keeping peace, promoting development and international law was set out as one of the fundamental purposes of the UN.

Hopes that the UN could enforce human rights standards globally were not realised. The UN is not a world government and acts only with the agreement of its member states. State sovereignty is still the preeminent doctrine, although international scrutiny and accountability has gained traction. The UN has limited capacity to force countries to comply with their human rights obligations. UN action in the field of human rights mainly amounts to providing a forum for governments, NGOs and others to come together to discuss human rights, the provision of technical expertise and advisory services and in the setting of standards.

Bill reiterated the political nature of the UN: the General Assembly; the Human Rights Council; Investigation mechanisms; UPR process and Permanent Forum on Indigenous Issues and the legal aspect of UN work: the treaties, other legal instruments such as declarations and the committees of experts in the UN human rights treaty bodies. He reminded the participants of the possibilities for civil society to take action for the protection of human rights through the UN human rights treaty system.

Bill’s final three points for advocates using the international system:

- **Credibility** – careful attention to accuracy; building trust; demonstrating dedication; independence from partisanship and being reasonable.
- **Creativity** – not being afraid of the unexpected (and it will help in attracting media)
- **Hope** – try not to lose heart if things are not going well.

Bill then turned to the mechanisms for **promoting human rights nationally** including: political leadership; legislation; parliaments; government institutions and resources; an effective legal system; national human rights institutions (NHRIs); community leadership; information and education; national human rights action plans.

Bill focused in particular on the structure and functions of NHRIs and the scope for NGOs to build better relationships with the NHRIs in their countries. NHRIs have been established nationally to deal with complaints, conduct inquiries and to make recommendations to government, to play a role in awareness raising about human rights and to cooperate with UN processes. The 1991 Paris Principles set out the basic elements that make up a good NHRI- independence; autonomy from Government; pluralism; broad mandate; adequate powers of investigation and adequate resources. The Asia Pacific Forum of NHRIs has been set up to coordinate regionally the work of NHRIs and most countries in the region are either full or associate members.
Day 9

**Video Advocacy: Arul Prakkash - Witness**

Arul provided an overview of the work of the US based *Witness* which has evolved from providing video cameras to grassroots activists for capturing stories to supporting access to the opportunities for video advocacy which have emerged as a result of technical change and social media. Arul reminded participants of the need to be aware of tools to protect victims and themselves and of the difficulty in stopping distribution once material is on-line. Mobile phones in particular should be encrypted.

Arul discussed the strategic use of videos/film to change policies, practices, behaviours and laws. Video can be used to counter misinformation, shame, exert pressure, expose, mobilise and to contextualise. The measure of success is change on the ground, not simply a video being made, distributed, or even watched. The process of working with the community in making the video, building understanding of the issues and using the video for community discussion, can be what has the most impact.

Arul provided advice on setting objectives, determining the target audience, defining the message and selecting the story and voice. He also outlined the basics of video production including determining the talking space, looking at the interviewer and the impact of camera angles for the message.

In groups the participants went out into the local streets of Yangon to identify interesting stories, and to prepare and film interviews. These short films were shown and critiqued by the whole group in light of the advice and training that Arul had delivered.

Day 10.

**The Universal Periodic Review (UPR) – Joshua Cooper**

Joshua Cooper travelled to Yangon directly from Geneva where he had just coordinated the NGO representation at the USA UPR. He was able to provide first hand and immediate feedback of the UPR process and also the preparation and strategies which had been employed by USA NGOs to achieve effective participation in the process.

The UPR process complements and builds on the UN’s other human rights accountability mechanisms – the Treaty Bodies and Special Procedures. Findings from the different Treaty Bodies and the Special Procedures are brought into the consideration of state reports, reinforcing the human rights framework outlined in documents such as the *Declaration*. Every member state of the UN has now been through this process once, and the second round of reviews is focussing on progress made in implementing the recommendations from the first round.

**The UPR Role Play**

The participants took part in a facilitated role play designed to give them an experience on how the UPR review of governments’ record on human rights works in practise and on the opportunities and challenges for civil society in engaging, both formally and informally, with the process. This role play, as an end-of-training exercise, enables the participants to review and to incorporate the knowledge and skills that they have developed throughout the program. Participants take on the roles of specific governments and different NGOs, they prepare to advocate on human rights issues.
in a UN forum, they engage in lobby activities to persuade and build support, they develop recommendations and they practise peoples’ diplomacy and delivering their messages strongly and concisely.

**Evaluation and Closing**

The final formal session of the day was the completion of participant evaluations and the certificate presentation ceremony.

**8. Participant’s Evaluation**

> ‘The information and exercises in the program were relevant grassroots-based, and have given me confidence to continue promoting human rights in my community.’

Participants had the opportunity to evaluate the training program through a variety of methods and at different points throughout the training.

**End of day feedback:** At the commencement of the program participants were allocated to a training group for the duration of the course. The purpose of the group is to help the course facilitators in organising and managing one or more days of the training program. One of the responsibilities of the group is to meet with course facilitators to provide general feedback on the progress of the program. Group members gave input on what was working well and what could be improved on and made recommendations in relation to content/ process and/or logistics. A continuous improvement process was aimed for and amendments based on participant advice were acted upon.

**Mid-point expectation review.** After the first five days of the training had been delivered, time was allocated to a process designed to review participants’ expectations of the training.

**Group presentations/outputs of practical activities.** DTP courses emphasise participatory learning. This is in recognition both that learners bring significant experience and expertise to the program and also that learning is more effective if participants are given the opportunity to relate knowledge and skills content to the practical realities of their lives. The group presentations/ feedback also enable trainers to gauge the extent to which participants are finding the content accessible and applicable. Trainers, in consultation with course facilitators amend and adapt their sessions in response.

**End of Training Participant Evaluation:** At the conclusion of the program participants anonymously completed an evaluation questionnaire and participated in a group oral reflection on the program. The evaluation questionnaire was predominantly qualitative in nature, and asked participants to provide general feedback on their program experience. The questions prompted them to reflect on what they had learnt throughout the course of the 10-day program and the relevance and applicability of the information, skills and networking for their work and community involvements.  

(A complete copy of the transcribed evaluation questionnaires is available upon request).

The participants evaluated *The Human Rights in Advocacy for Development and Business* very favourably.
End of Training Evaluation

Table 1 Summary of End of Training Evaluation Responses

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<th>Workshop objectives</th>
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<th># of agree</th>
<th># of disagree</th>
<th># of strongly disagree</th>
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<td>I am better able to use international human rights agreements and processes in my work</td>
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<tr>
<td>I have stronger skills and confidence to protect and promote the rights of the communities I work with</td>
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<td>10</td>
<td></td>
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<tr>
<td>I have stronger networks in the region that could be helpful to me and my work</td>
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<tr>
<td>The activities were effective in integrating theory and practice</td>
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<td>The amount of time allotted for activities was adequate throughout the session</td>
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<td>2</td>
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<tr>
<td>The combination of presentations and large and small group work was appropriate</td>
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</table>

The End of Training Evaluation comprised two parts, one assessing the overall content and process, and the other seeking general feedback and assessing whether the training met participant expectations. Overwhelmingly, participants considered that the training did meet their expectations (96%).

Workshop objectives were achieved for all participants. All participants agreed or strongly agreed that they were now better able to use international human rights agreements and processes in their work. They all felt that they had stronger skills and more confidence to protect and promote the rights of their respective communities. The participants also agreed that they now had stronger and more useful networks in the region.

The workshop activities were very successful in facilitating the exchange of experience amongst participants and the participants assessed the activities to be an effective integration of theory and practice. 18 of the 25 participants (72%) agreed that they were effective and 6 participants (24%) thought that it was partially effective – combined a 78% positive rating for effectiveness.

*The practical exercises were most useful; they provided direction and gave us confidence*

There is room for improvement in terms of the overall balance of time between presentations and group work. Just under half of the participants (48%) believed that the allotted amount of time for activities was only partially adequate.
Participants were asked to provide feedback on the following question: What aspects of the training did you find most useful? From the responses of participants, most participants highlighted the themes, topics or skills they found of most value were developing advocacy tools, practical group exercises, learning about the international Human Rights framework and Universal Periodic Review.

‘For me every aspect of the training was most useful’

The majority of participants indicated that they were unable to nominate any aspects of the program to the category least useful. A minority of participants commented on the need to amend the time allocation for individual sessions, the inclusion of PowerPoint slides to aid note-taking, and a need for more group activities.

The perceptions of a number of participants about human rights and advocacy seemed to have broadened as a result of the program. As one participant noted,

Yes, at first I thought human rights were the things of Western countries. After I trained, I'm aware of human rights as a universal value and I can reconsider human rights in all aspects of humanity.

Some participants noted that they now felt more empowered to tackle human rights challenges, and others highlighted how much they had learned about the international human rights system. Others emphasised the skills they had acquired during the program, such as being strategic when drafting documents and framing issues in a way that helps governments and communities work together towards solutions.

9. Looking Forward

Future Plans for Participants

At the end of the program nearly all participants could identify ways in which they intended to implement the information and/or skills built throughout the course of the program. Almost all of the participants expressed a commitment to share the training, either with their organisation or local communities. One participant was planning to report on what she learned to her local Rotary Club and youth group, another with her organisation to ‘show there are people out there who are trying to make a change.’

Other participants noted:

I can train my team. I can use this knowledge to change the strategies of my work e.g. I can try to contact the UN Special Procedures

I think the video advocacy will be a great tool to raise awareness of homelessness in my community and the lack of services

I can use the instruments given during DTP as my reference and as my guideline to do report and documentation on issue I am working on

...conduct basic training workshops and invite UN officials in my country to explain human rights,

...do sessions with my organisation and teach indigenous students about human rights,
...encourage others to judge issues from the human rights perspective.

DTP’s Plans

DTP will aim to follow-up with these participants 12 months after the conclusion of the training to ask the participants to reflect on whether and how they have been able to apply the training to their work, and what was most useful.

DTP also needs to consider how best to take forward this program into the future – in Myanmar and the region. In this program, DTP has sought to bring together two of its key themes over the past 12 years – the human rights of Indigenous peoples and human rights and business. Central to both themes has been the promotion of the relationship between human rights and development.

Over these years, DTP has seen a greater recognition of the rights of Indigenous peoples, particularly at the international level, and it has sought to promote awareness of these rights as a necessary step in their implementation. While Indigenous peoples are particularly vulnerable to human rights abuses such as “land-grabbing” and forced evictions, these are concerns also of the rural poor across the region – especially, when their land becomes more valuable because of the resources under it or on it. Conflicts over resources and the enormous wealth that they can generate can contribute to or exacerbate these conflicts over national and ethnic identification.

The Right to Free Prior Informed Consent has come to be a larger part of DTP’s courses in recent years, with the support and engagement of Oxfam. If FPIC is respected, and if communities know how to claim and exercise this right then there is the hope that conflict can be avoided, rather than inflamed.

The value of holding this regional course in Myanmar is also a response to Myanmar’s relative isolation over the years and the lack of opportunities of its advocates to engage with others from the region, who have experienced similar challenges.

It is advocacy by human rights defenders inside and outside the country that has played a key role in bringing Myanmar this far along the path of democracy and respect for human rights. DTP has been a part of that process through training advocates from Burma over the past 25 years. This program continued this engagement. Today, Myanmar faces multiple challenges in a process of transition that is uneven and uncertain. The issue of religious tolerance has also emerged as a key human rights challenge for Myanmar. Due to internal capacity constraints DTP was not able to explore to the extent it wished to how it might engage with its diverse alumni network in Myanmar to support their ongoing human rights efforts.

DTP will explore with its partners how to take forward its work in Myanmar and the region.
APPENDIX 1

Participant Biographies

Australia

Harold Anthony Ludwick, Hopevale Congress Ranger Bio-Diversity Project Supervisor at Balkanu Cape York Business Development and Campaign Speaker for Recognise
Harold’s work at Balkanu includes sourcing partners, analysing data and developing management models. He was involved with the Wild Rivers Campaign in opposition to legislation preventing sustainable development for Indigenous people on their traditional homelands. He is also actively involved in the Recognise campaign on constitutional reform, visiting and informing Indigenous communities about the Australian constitution and the reform being proposed. Harold is hoping to build his knowledge on human rights to be more effective in advocating for Indigenous communities experiencing funding cuts to essential services run by Indigenous organisations and mining and development priorities overriding the protection of culturally sensitive areas.

Anthony Crafter, Acting Senior Manager/Supervisor at the Dhimurru Aboriginal Corporation
Anthony assists with the ‘Learning on Country’ program teaching young Indigenous students about conservation, ecology, language and the maintenance of cultural sites using Indigenous ecological knowledge and Western science. Anthony is involved with the planning and supervision of rangers in the sensitive maintenance of cultural sites and the intergenerational transfer of knowledge. He believes the program will assist him, and his organisation, in getting an understanding of how human rights can be used to assist homelands people in fighting for their rights to live on their ancestral country and practice their own language and culture.

Jermayne Albert Williams, Support Officer at the Mununjali Jymbi Centre
Jermayne works with Indigenous people of all ages on a number of programs which aim to promote self-determination, healthy lifestyle and cultural heritage. The Centre is involved in advocacy, case work, program work, counselling and assisting Indigenous peoples of all ages in accessing necessary basics such as housing, clothing, food etc. Jermayne works with Indigenous clients to identify their housing and other needs and supporting them with referrals and accessing the relevant services. Jermayne believes the training will give him access to knowledge, skills and networks which will equip him to be more effective in the work he is passionate about- bringing equal rights for Indigenous people.

Teina Anne Te Hemara, Student at University of Western Australia
Teina Anne is a full time student studying a B.A. with a double major in Indigenous Knowledge, History and Heritage, and Management (Commerce). She has been involved in programs under the UWA’s School of Indigenous Studies aimed at building positive relationships between Indigenous secondary students and the University and of increasing the enrolments of Indigenous Australians in tertiary institutions. She has previously volunteered with Project Autochtones du Quebec (PAQ), a homeless shelter for Native Peoples in Montreal, Canada. She has commenced a mentor position with the David Wirrapanda Foundation in its Deadly Sista Girlz program for Aboriginal high school girls. Teina hopes that building her knowledge of human rights will strengthen her ability to educate others and to advocate more effectively for Indigenous rights including those of the Indigenous communities in Western Australian which are currently facing closure.

Tahlia Lloyd, Housing Officer at Housing South Australia
Housing South Australia is a government agency. Their focus is working with people from low socio-economic backgrounds (Aboriginal, women and children from domestic violence households and
people with mental health issues, disabilities or health issues) to access not only government housing but a wide range of community services. Most recently, Housing SA worked in a successful partnership with the Raukkan Council (a non-remote Aboriginal Community) to develop culturally appropriate guidelines on to deliver services to Raukkan and the Aboriginal people who lived on community. Raukkan was the first Aboriginal Community in South Australia to have appropriate guidelines in place. Tahlia is also an active participant in NAIDOC Week, Reconciliation Week, Mental Health Awareness Week and other initiatives that help build capacity, knowledge of services, reconciliation and relationships in her local area.

**Bangladesh**

Manjuni Chakma, *Indigenous activist and a human rights defender working as a member of Chittagong Hill Tracts Students Council (Pahari Chatra Parishad, PCP) and as an intern at the Kapaeeng Foundation*

The Foundation publishes annually on human rights violations against Indigenous Peoples in Bangladesh, and has been particularly focused on reporting on violence against Indigenous woman (VAIW). He is responsible for documenting the human rights situation of Indigenous peoples in Bangladesh, organising training on human rights, report writing and information dissemination targeted towards policymakers and the government. Manjuni is hoping that through the program he will get a better understanding of international human rights and Indigenous peoples rights, become better equipped for strategic advocacy and build networks that will contribute to an ongoing global human rights movement.

**Cambodia**

Lay Chantha, *Program Team Leader at the Cambodia Indigenous Youth Association (CIYA)*

CIYA’s strategic plan is strongly focused on improving Indigenous youth’s access to education and to further professional experience as well as helping to maintain cultural identity, native language, culture, beliefs and custom. CIYA offers support to the Indigenous communities dealing with challenges over land ownership and the management of natural resources used to sustain their livelihoods. Lay is a team leader of the Land and Natural Resource Management program (a program focused on Right to Land, Forest, Reducing Emissions from Deforestation and Forest Degradation (REDD) and climate change and livelihood issues). His responsibilities include managing the project cycle and working directly with Indigenous partners and national and international networks. He is hoping the program will contribute to building Indigenous community networks and strategies for strengthening the capacity of Indigenous communities.

Sreynom Cheng, *Project Coordinator at the Mlup Promviheathor Center Organisation*

The Mlup Promviheathor Organisation conducts advocacy for the protection of human rights and the environment. Sreynom and her organisation have conducted training in the Areng community in Koh Kong province in order for the local communities to understand and effectively exercise their human rights and rights as Indigenous Peoples when development projects, such as the installation of a hydropower dam, are launched in their area. On behalf of the organisation, Sreynom also was responsible for liaising with the River Coalition of Cambodia, a member of Save the Mekong Coalition, which has been actively working to bring the perspectives of communities affected by dam project in the Mekong River to public attention. The communities and colleagues that Sreynom works with are campaigning for accountability and transparency by the program developers and she hopes this program will build information on effective advocacy strategies.
Indonesia

Imam Shofwan, **Chairman of Yayasan Pantau**

Yayasan Pantau is an organisation which provides health and psychological care for Papuan political prisoners and assists with the education of their children. As the Chair of the organisation, Imam has overall responsibility for the organisation and is involved in research, publishing materials, training journalists and delivering the assistance programs for prisoners and their families. Imam is hoping that the opportunity to share experiences and build networks offered through this program will contribute knowledge and strength and enable Papuans to be more effective in persuading the government to respect the human rights of the people of Papua.

Malaysia

Metchella Febrynna Metha, **Coordinator in San Damiano Boys Hostel**

As a coordinator, Metchella researches suitable education programs for Indigenous youth from the rural areas that do not have the opportunity to participate in the mainstream education system. She is also a member of the School of Acting Justly, Loving Tenderly and Treading Humbly (SALT) a movement of Catholic graduates who conduct human rights training for university students. SALT emphasises the significance of projects and initiatives which are youth-led for the protection and empowerment of the Indigenous Peoples. Last year Metchella was involved in writing the report with the grassroots community advocating against the dam in Sabah which won a Human Rights Award in Malaysia. Metchella aims to share the information gained during the program with the Indigenous youth she works with and to use the skills and strategies gained to empower the community fighting the dam. She has also identified that the program will assist the movement in investigating the foreign investment in the dam.

Papua New Guinea

Stanley Kaka, **Kasela Palu Group**

The Kasela Palu Group aims to protect Indigenous people and environment that we depend on for our livelihood. The idea popped up in the community meetings to maintain our social obligations which are gradually eroding away in the urban centres of PNG. It is our duty to support and protect the very identity that our fore fathers have preserved and protected in the region before western influences penetrated into our societies. Weekly and monthly programs are drawn based on identified issues at particular locations in the districts/province to carry out public awareness campaigns and conduct educational workshops for the local communities. Sometimes we invite village leaders and mediators to mediate for peaceful settlement in our Melanesian Ways or fashion.

Sri Lanka

Ravi Eranda Shervin Tissera Warnakulasooriya, **formerly the Assistant National Coordinator of PAFFREL an election monitoring organisation and Coordinator of the PAX ROMANA, Sri Lanka**

PAX ROMANA is a local student-run organisation which organises human rights awareness programs and workshops to promote action against injustices in education, health etc. Ravi is also a representative of another local group Students for Human Rights. Through PAX ROMANA Ravi is involved in presenting workshops to students to promote human rights and social justice and in building up activist groups to mobilise against injustices in education and health. Through Students for Human Rights he works with others to give legal support to students accused on false grounds and in publishing information on attacks against students. Both PAX ROMANA and Students for Human Rights are still in their infant stages and Ravi believes that this program will contribute to
strengthening their presence and effectiveness in Sri Lanka by building the capacity to engage with international structures and be more effective in advocacy.

**Myanmar**

**Phone Piay Kwye, leader in the Myanmar Students Union.**

A number of the student members are currently in prison and many wanted by the authorities following the police crackdown on students during a march to Yangon to protest education reform bills. Phone Piay Kwye joined the training to acquire knowledge on human rights and the United Nations to assist his organisation in defending the rights of student members targeted by repressive laws and in advocating for rights related to education. He hopes also that following the training his organisation will be able to contribute more effectively in the struggle for democracy in Burma.

**Khin Ma Ma Latt, Program Manager at Thabyay Education Center (TeP)**

Khin manages and supervises TeP’s programs and activities, planning strategies and finding new partners and donors. Thabyay e-Learning Platform (TeP) is a network of e-hotspots across Myanmar, Thailand and Cambodia providing e-learning courses for digitally excluded communities. Its aim is to serve and help ethnic minorities and states, rural areas, people with disability and Internally Displaced People (IDPs) from Myanmar to reach different sources of knowledge in order to reduce the distance between centrum and periphery. of the NGO sector in Southeast-Asia, especially in Myanmar.

TeP has started to engage with partner organisations to - set- up “Human Rights, Advocacy and Democracy” on-line basic training where new NGO and CSO staff gain the knowledge and skills and background necessary to underpin their work in this sector. Therefore, this training will give support the TeP’s Program of “Human Rights, Advocacy and Democracy”.

**Maung Than Nyaunt, Office Manager of Peace and Development Initiative**

Maung is an environmental activist, trained by Earthrights International in 2010 in Chaing Mai, Thailand and currently the Office Manager of Peace and Development Initiative (Kintha) in Rathedaung, Northern Rakhaing State, Western Myanmar. Kintha works on peace building for all the communities in Rakhaing State and also civic education and a Youth Empowerment Program.

Maung joined the program to become more skilled in advocacy strategies and to link with international human rights groups to enable him to be more effective in his work, particularly with the youth.

**Deborah Ling, National Program Officer at the International Organization for Migration**

Deborah leads the implementation of a peace building project aiming to empower ethnic youths as peace builders in their communities. She has previously held the positions Programme Facilitator and Monitoring and Evaluation Officer at Mekong Institute in Thailand and also worked for many years in various positions at World Vision Myanmar.

She has a B.Th. in Theology from Myanmar Institute of Theology and a M.Sc. in Gender and Development Studies from Asian Institute of Technology (AIT) in Bangkok. In her master’s thesis, which has been published, she did research on the unregistered Burmese migrants’ access to health care services in Thailand.

**Than Zaw Aung, Director of Law KaPar La Legal Aid**

Law KaPar La Legal Aid focuses on freedom of expression and human rights cases. Since 2007 the organisation has represented activists in cases related to human rights violations and is currently lobbying parliament to review laws which are contrary to human rights and the rule of law. Than Zaw Aung believes the program will assist him with his advocacy work and will build his skills and knowledge on using diplomacy to promote human rights.
**Soe Ei Mon** is a **Project Staff** at the **Smile Education & Development Foundation**

Soe is a project staff at Smile Education & Development Foundation, Mandalay Branch. SEDF is non-profit and non-governmental organization based in Yangon, Myanmar. SEDF now concentrates on promoting freedom of religion and belief and also building interfaith cooperation. Soe Ei Mon manages the resource center and office procedures and also organizes internal and external activities. She believes this program will assist her with her advocacy work and she will use this knowledge on promoting Human Rights.

**Lin Ko, Human Rights Program Assistant at Pandita Development Institute**

Lin is the program assistant of human rights program at Pandita Development Institute in Myanmar. PDI is one of non-government organization focus on the youth initiative and citizens participation in the democratization process in Myanmar. We empower young people and the public to participate in the democratic transition and to understand democratic principles. In the program of organization, Lin Ko assists to program manager and cooperate with other human rights organizations to develop human rights activities such as human rights defenders forum, conducting the research, advocacy and public awareness raising.

**Naw Eh Tha Khu, Vice President at the Young Women’s Christian Association (Pathein)**

Naw is the vice-president for youth at Young Women Christian Association (Pathein) which focuses on empowering women and improving young leaders in community. I have been starting working as volunteer and part time general education teacher in YWCA (Pathein) since 2010. As my passion is to be human rights researcher and would like to improve the rights of children and women in my community who are the victims of the violence I believe this training is really improved my knowledge and skills on human rights and abroad my network.

**Khin Thinzar, Coordinator at Smile Education & Development Foundation**

Khin supports Smile Education & Development Foundation projects on youth and religious tolerance. She was the lead staff member for SEDF’s Interfaith Youth Tour, providing financial management and project cycle management. She has experience in interfaith cooperation and youth-led social movements. She was as the ASEAN representative for the English Access Microscholarship Program through the American Center and represented Myanmar in the ASEAN Level Promotion and Protection for Freedom of Religion and Belief Delegation to Indonesia. She received her degree in Mathematics from Dagon University in Myanmar.

**L.Khun Ring Pan** is the **Editor of The Legal Affairs.** [Bio unavailable]

**Han Htoo Aung** [Bio unavailable]

**Good Willer** [Bio unavailable]
APPENDIX 2

Trainer Biographies

Patrick Earle, Diplomacy Training Program Executive Director
Patrick has over 20 years’ experience working in the human rights movement, both in Australia and internationally. Since 2003 Patrick has been the Executive Director of the Diplomacy Training Program, and in this role has developed and facilitated human rights courses in the region – including new thematic courses focusing on human rights business, human rights and migrant workers and the rights of Indigenous peoples.

From 1996 until 2003, Patrick worked with the Human Rights Council of Australia with a focus on its ground-breaking project on the relationship between human rights and development and is co-author of “The Rights Way to Development – Policy and Practice”. Prior to that he worked for Amnesty International in London and produced their first International Campaigning Manual. Patrick is on the Steering Committee of UNSW’s Initiative on Health and Human Rights, a member of the Human Rights Council of Australia, and Visiting Fellow at the Faculty of Law at UNSW.

Virginia Dandan, UN Independent Expert on Human Rights and International Solidarity
Professor Dandan served as an independent expert on the United Nations Committee on Economic, Social and Cultural Rights (CESCR) from 1990 to 2010.

In this role Virginia was responsible for monitoring state performance on economic, social and cultural rights, and engaging in dialogues with state officials, NGOs and independent experts.

Virginia passionately believes that human rights education is a powerful tool for social transformation and has conducted extensive research on issues concerning the right to take part in cultural life. Virginia has also served as the National Program Manager for the Human Rights Community Development Project, a bilateral program between the Philippine and New Zealand Human Rights Commission’s, which works with grassroots Indigenous communities in the Philippines. Virginia is also an accomplished artist having delivered solo exhibits of her paintings and sculptures in the Philippines and abroad. She was the former Dean of the College of Fine Arts at the University of the Philippines.

Joshua Cooper, Academic in Human Rights Law
Joshua is an academic in political science and journalism, non-violent social movements, ecological justice in Oceania and Indigenous peoples’ rights. He lectures at a number of universities and educational institutions throughout the world including the University of Hawaii and the International Training Center for Teaching Peace and Human Rights in Geneva.

He has also had a number of leadership and supervisory roles, including as an Asia Pacific Leadership Program Fellow at the East-West Center, Area Coordinator for Amnesty International USA, Senior Advisor to the Unrepresented Nations and Peoples Organization in the Hague, Board member of Peace Action, Board member of the Human Rights Task Force for the United National Association of the USA, and former Chair of the AIUSA Indigenous Peoples Task Force. Josh has also been selected to work with Nobel Peace Prize Laureate and U.S. Vice-President Al Gore on The Climate Project.

Joshua has most recently been appointed the US Human Rights Network Universal Periodic Review Geneva Coordinator for the historic first review of the human rights record of the United States of America.
Sayeed Ahmad, **Project Coordinator at Frontline Defenders**

Sayeed is the Project Coordinator for the Asian region at Frontline Defenders, Bangladesh. He has been active in the Human Rights field for over twelve years, specialising in education, research and advocacy. Previously, he was the Program Manager at Asian Forum for Human Rights and Development (FORUM-ASIA). He was also the Public Information and Training Expert at the National Human Rights Commission’s Bangladesh (NHCR) branch, and is an alumnus of our 2006 Annual and 2011 Migrant Worker programs. Sayeed has also worked with Forum Asia in 2012 as the Program Manager for South and East Asia Program, where he held the position of Director in March 2014.

His work at the NHRC included assisting the Commission in planning and implementing its Public Information and Capacity Development activities. He planned, developed and implemented activities designed to raise awareness on particular topics; for example seminars, workshops, consultation meetings and training sessions. He was also responsible for developing training modules and relevant material for the Commission in their training programs.

In addition to his work in developing training activities, he was also responsible for designing and implementing the NHRC’s various campaigns through developing publications, drafting articles, connecting with social media as well as organising public events.

Bill Barker, **Human Rights Consultant and former Australian Diplomat**

Bill is an international human rights consultant with extensive experience as a human rights trainer as well as on human rights institution-building. Bill served for many years as an Australian diplomat, specialising in human rights and Indigenous issues. He spent four years in Geneva, Switzerland as an Australian Government representative to the UN and served for two years as Director of the Department of Foreign Affairs and Trade’s Human Rights and Indigenous Issues section. His writing includes three substantial guide books on international human rights issues and the United Nations, including Getting Government to Listen, A guide to the International human rights system for Indigenous Australians. He also provides analyses to UN developments and human rights situations in particular countries.

Chris Madden, **Mining Advocacy at Oxfam Australia**

Chris has a background in campaigning, program monitoring and evaluation and project coordination. In Australia he has worked with the Australian Council for International Development coordinating the operation of the Make Poverty History campaign. With Oxfam Australia he has provided support to the organisation’s key development initiatives particularly in the area of learning and reporting, and in ensuring that regional and country teams develop and implement programs in line with Oxfam’s quality framework and monitoring, evaluation and learning standards. He has played a key role in Oxfam’s FPIC work particularly with Oxfam America and is one of Oxfam’s gender experts.

Arul Prakkash, **Witness Program Manager for Asia and the Pacific**

Before joining WITNESS, Prakkash served as the executive director and senior program staff member of Pusat Komas, a human rights and popular communications NGO in Malaysia. Prakkash has a background in grassroots community organizing with urban poor youth, indigenous communities and plantation workers with a focus on the use of popular media to empower and advocate for human rights. Prakkash played a vital role in setting up community-based media centers and training NGOs and communities on using video for change.
Prakkash’s expertise also extends to other popular communications tools for information dissemination, community education and using internet and social media technology for human rights in Southeast Asia. He founded “code4change” an initiative to empower and support non-profit organizations and communities with digital information and communication technologies to effect social and environmental change. He was also a member of the first steering committee of BERSIH 2.0, a civil society movement advocating for free and fair elections in Malaysia and later helped set up and co-ordinate a nationwide election observation body (using a web based platform) that trained hundreds of independent observers during the 2013 Malaysian general election.

**Vicky Bowman, Director of Myanmar Centre of Responsible Business**

Vicky Bowman is the Director of the Myanmar Centre of Responsible Business a new initiative to promote responsible business conduct in Myanmar. Vicky has significant experience in working in Myanmar, in international relations, and in business. A former British diplomat fluent in Burmese, Vicky Bowman began her diplomatic career in 1990 with the UK Embassy in Yangon. She served as UK ambassador to Myanmar from 2002 to 2006. Vicky Bowman has also held roles as Member of Cabinet of Chris Patten, European Commissioner for External Relations (1999-2002), and as Director of Global and Economic Issues at the UK Foreign and Commonwealth Office (2008-2011 when she was also UK G8 Foreign Affairs Sous-Sherpa).

Since 2011 Vicky Bowman has worked at Rio Tinto where amongst other responsibilities, she led the implementation of the company’s commitment to the UN Guiding Principles on Business and Human Rights, developed its sector-leading approach to transparency, and worked with governments, civil society and international organisations on how mining investments can better support development.

**Peter Nathan, Community Engagement Consultant, former National Youth Program Coordinator at Oxfam Australia**

Peter Nathan, a descendent of the Lardil tribe of Mornington Island and the Pitta Pitta tribe of North West Queensland, worked for a number of years with Oxfam Australia, initially in a community development role with the youth and self-determination unit of the Aboriginal and Torres Strait Islander Peoples Program (ATSIPP) and later as the ATSIPP National Youth Programs Coordinator. He developed a new Oxfam Australia program, Change Course, to tap into the potential and talent of a new group of young Aboriginal and Torres Strait Islander peoples. Peter also committed to speed up the number of young people gaining access to tools for change through human rights and advocacy training and to ensuring that national networks of support would be facilitated. Peter is currently working as a community engagement consultant and is studying at Deakin University in Melbourne.
## APPENDIX 3

### Program Timetable

<table>
<thead>
<tr>
<th>Time</th>
<th>Monday May 4</th>
<th>Tuesday May 5</th>
<th>Wednesday May 6</th>
<th>Thursday May 7</th>
<th>Friday May 8</th>
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<tbody>
<tr>
<td>8.30-9.00 am</td>
<td>Participant Presentations</td>
<td>Participant Presentations</td>
<td>Participant Presentations</td>
<td>Participant Presentations</td>
<td>Participant Presentations</td>
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| Morning 1: 9.00-10.30 am | Opening Ceremony: Welcome Address - Myo Win  
Introduction to DTP and partner organs  
Participant Introductions  
<p>| Facilitators | DTP and Partners | Professor Virginia Dandan | Professor Virginia Dandan | Patrick Earle | Morning Tea |
| 10.30-10.45 | Morning tea | Morning tea | Morning tea | Morning tea | Morning Tea |
| Morning 2 10.45-12.30 | Participant Introductions | The Treaty Bodies and General Comments – understanding the meaning of human rights. Case Study : CESC | The Case Study | Human Rights and the Private Sector – the Responsibilities of Business – UN Framework plus | Engaging and Influencing Business - Reflections from the MCRB |
| Facilitators | Panel | Professor Virginia Dandan | Professor Virginia Dandan | Patrick Earle | Vicky Bowman |
| 12.30-1.15 pm | Lunch | Lunch | Lunch | Lunch | Lunch |
| 1.15-1.45 pm | Participant Presentations | Participant Presentations | Participant Presentations | Participant Presentations | Participant Presentations |
| Afternoon 1 1.45-3.15 | Identifying human rights issues – interactive session | Guided group work in parallel reporting | The Case Study: Group Presentations | Skills and Tools in Strategic Advocacy | The UN Declaration on Human Rights Defenders &amp; The Special Rapporteur on the Situation of Human Rights Defenders |
| Facilitators | Professor Virginia Dandan | Professor Virginia Dandan | Professor Virginia Dandan | Bill Barker | Sayeed Ahmad |
| 3.15-3.30 | Afternoon tea | Afternoon tea | Afternoon tea | Afternoon Tea | Afternoon Tea |
| Afternoon 2 3.30-5.00 | An introduction to human rights principles, values and standards: The Bill of Rights | Continuation of Group work – group presentations | Review Session | Advocacy Skills – Lobbying Practical Exercise | Protecting Human Rights Defenders – Practical Steps |
| Facilitators | Professor Virginia Dandan | Professor Virginia Dandan | Professor Virginia Dandan | Bill Barker | Sayeed Ahmad |
| 10 mins | Diary session | Diary session | Diary session | Diary session | Diary session |
| Evening Activity | Dinner | Dinner | Cultural Night | Free Night | Free Night |</p>
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<tr>
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<th>Monday May 11</th>
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<th>Wednesday May 13</th>
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<tr>
<td>8.30-9.00</td>
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<td>Participant Presentations</td>
<td>Participant Presentations</td>
<td>Participant Presentations</td>
<td>Bringing UN Human Rights System Home - Lobbying and Advocacy using UN Processes</td>
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<td>Morning Session 1</td>
<td>9.00-10.30 am</td>
<td>The UN Declaration on the Rights of Indigenous peoples</td>
<td>The UN Structure</td>
<td>Video Advocacy</td>
<td>Bringing UN Human Rights System Home - Lobbying and Advocacy using UN Processes</td>
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<tr>
<td>Facilitators</td>
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<tr>
<td>Morning Session 2</td>
<td>10.45 -12.30</td>
<td>The Right to Free Prior and Informed Consent (FPIC)</td>
<td>Lobbying and Advocacy</td>
<td>Video Advocacy</td>
<td>Bringing UN Human Rights System Home - Lobbying and Advocacy using UN Processes</td>
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<td>Participant Presentations</td>
<td>Participant Presentations</td>
<td>Bringing UN Human Rights System Home - Lobbying and Advocacy using UN Processes</td>
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<tr>
<td>Afternoon Session 1</td>
<td>1.30-3.00</td>
<td>FPIC Practical Activity</td>
<td>National Human Rights Institutions</td>
<td>Video Advocacy/ Using IT and Social media</td>
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<tr>
<td>Facilitators</td>
<td>Chris Madden</td>
<td>Bill Barker</td>
<td>Arul Prakkash</td>
<td>Joshua Cooper</td>
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<tr>
<td>3.15-3.30 pm</td>
<td>Afternoon Tea</td>
<td>Afternoon Tea</td>
<td>Afternoon Tea</td>
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<tr>
<td>Afternoon Session 2</td>
<td>3.30-5.00</td>
<td>FPIC Forum Theatre</td>
<td>Free Session</td>
<td>Video Advocacy/ Using IT and Social media</td>
<td>Evaluation – written and oral</td>
</tr>
<tr>
<td>Facilitators</td>
<td>Chris Madden</td>
<td>Arul Prakkash</td>
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<td></td>
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<tr>
<td>Evening Program</td>
<td>Solidarity Night- dinner with alumni</td>
<td>Dinner at the Lake</td>
<td>Dinner Out</td>
<td>Farewell Dinner</td>
<td>Closing Ceremony</td>
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